

94-2247 MD, BALTIMORE

08/06/02

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WASHINGTON D.C. 20210

William W. Gross	Division of	Wage Determination No.: 1994-2247
Director	Wage Determinations	Revision No.: 21
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State: Maryland

Area: Maryland Counties of Anne Arundel, Baltimore, Baltimore City, Carroll, Harford
Howard

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.93
Accounting Clerk II	11.45
Accounting Clerk III	12.45
Accounting Clerk IV	16.07
Court Reporter	14.94
Dispatcher, Motor Vehicle	14.28
Document Preparation Clerk	11.27
Duplicating Machine Operator	11.13
Film/Tape Librarian	11.69
General Clerk I	9.08
General Clerk II	11.10
General Clerk III	12.79
General Clerk IV	14.11
Housing Referral Assistant	16.95
Key Entry Operator I	9.93
Key Entry Operator II	12.26
Messenger (Courier)	8.73
Order Clerk I	13.00
Order Clerk II	14.44
Personnel Assistant (Employment) I	12.33
Personnel Assistant (Employment) II	13.83
Personnel Assistant (Employment) III	15.98
Personnel Assistant (Employment) IV	17.78
Production Control Clerk	16.95
Rental Clerk	14.19
Scheduler, Maintenance	14.06
Secretary I	14.19
Secretary II	15.13
Secretary III	16.95
Secretary IV	18.55
Secretary V	20.59
Service Order Dispatcher	14.06
Stenographer I	14.69
Stenographer II	16.46
Supply Technician	18.55
Survey Worker (Interviewer)	14.94
Switchboard Operator-Receptionist	10.65
Test Examiner	14.94

Test Proctor	14.94
Travel Clerk I	9.67
Travel Clerk II	10.63
Travel Clerk III	11.73
Word Processor I	11.80
Word Processor II	14.22
Word Processor III	15.75
Automatic Data Processing Occupations	
Computer Data Librarian	11.64
Computer Operator I	13.39
Computer Operator II	15.40
Computer Operator III	18.73
Computer Operator IV	19.07
Computer Operator V	21.97
Computer Programmer I (1)	18.15
Computer Programmer II (1)	20.98
Computer Programmer III (1)	25.17
Computer Programmer IV (1)	26.37
Computer Systems Analyst I (1)	25.40
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	13.39
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	18.28
Automotive Glass Installer	15.64
Automotive Worker	15.64
Electrician, Automotive	16.82
Mobile Equipment Servicer	14.46
Motor Equipment Metal Mechanic	16.82
Motor Equipment Metal Worker	15.64
Motor Vehicle Mechanic	16.82
Motor Vehicle Mechanic Helper	13.86
Motor Vehicle Upholstery Worker	15.64
Motor Vehicle Wrecker	15.64
Painter, Automotive	16.18
Radiator Repair Specialist	15.64
Tire Repairer	13.77
Transmission Repair Specialist	16.82
Food Preparation and Service Occupations	
Baker	11.06
Cook I	9.45
Cook II	10.25
Dishwasher	8.02
Food Service Worker	8.39
Meat Cutter	11.88
Waiter/Waitress	7.65
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	15.95
Furniture Handler	13.31
Furniture Refinisher	15.95
Furniture Refinisher Helper	13.66
Furniture Repairer, Minor	14.81
Upholsterer	15.95
General Services and Support Occupations	
Cleaner, Vehicles	8.67
Elevator Operator	9.23
Gardener	10.75
House Keeping Aid I	8.76
House Keeping Aid II	9.22
Janitor	9.22

Laborer, Grounds Maintenance	9.68
Maid or Houseman	8.76
Pest Controller	9.94
Refuse Collector	9.22
Tractor Operator	10.54
Window Cleaner	9.75
Health Occupations	
Dental Assistant	11.79
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.85
Licensed Practical Nurse I	14.22
Licensed Practical Nurse II	16.03
Licensed Practical Nurse III	17.60
Medical Assistant	11.58
Medical Laboratory Technician	12.63
Medical Record Clerk	12.63
Medical Record Technician	15.20
Nursing Assistant I	8.45
Nursing Assistant II	9.50
Nursing Assistant III	11.23
Nursing Assistant IV	12.61
Pharmacy Technician	12.45
Phlebotomist	11.51
Registered Nurse I	20.98
Registered Nurse II	23.68
Registered Nurse II, Specialist	23.68
Registered Nurse III	29.87
Registered Nurse III, Anesthetist	29.87
Registered Nurse IV	32.33
Information and Arts Occupations	
Audiovisual Librarian	19.27
Exhibits Specialist I	17.60
Exhibits Specialist II	21.29
Exhibits Specialist III	22.85
Illustrator I	17.60
Illustrator II	21.29
Illustrator III	22.85
Librarian	19.66
Library Technician	14.06
Photographer I	12.88
Photographer II	16.00
Photographer III	19.35
Photographer IV	20.77
Photographer V	25.12
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.30
Counter Attendant	7.30
Dry Cleaner	9.54
Finisher, Flatwork, Machine	7.30
Presser, Hand	7.30
Presser, Machine, Drycleaning	7.30
Presser, Machine, Shirts	7.30
Presser, Machine, Wearing Apparel, Laundry	7.30
Sewing Machine Operator	10.13
Tailor	11.31
Washer, Machine	8.20
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	17.55
Tool and Die Maker	21.52
Material Handling and Packing Occupations	
Forklift Operator	14.73

Fuel Distribution System Operator	15.86
Material Coordinator	15.45
Material Expediter	15.45
Material Handling Laborer	12.72
Order Filler	11.90
Production Line Worker (Food Processing)	14.45
Shipping Packer	12.80
Shipping/Receiving Clerk	12.37
Stock Clerk (Shelf Stocker; Store Worker II)	14.47
Store Worker I	12.13
Tools and Parts Attendant	16.51
Warehouse Specialist	15.11
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.02
Aircraft Mechanic Helper	15.58
Aircraft Quality Control Inspector	19.69
Aircraft Servicer	17.03
Aircraft Worker	17.73
Appliance Mechanic	17.02
Bicycle Repairer	13.77
Cable Splicer	20.90
Carpenter, Maintenance	16.06
Carpet Layer	16.96
Electrician, Maintenance	19.88
Electronics Technician, Maintenance I	15.48
Electronics Technician, Maintenance II	18.66
Electronics Technician, Maintenance III	19.35
Fabric Worker	14.81
Fire Alarm System Mechanic	17.66
Fire Extinguisher Repairer	15.16
Fuel Distribution System Mechanic	18.24
General Maintenance Worker	15.42
Heating, Refrigeration and Air Conditioning Mechanic	16.58
Heavy Equipment Mechanic	17.32
Heavy Equipment Operator	17.08
Instrument Mechanic	17.66
Laborer	11.25
Locksmith	17.09
Machinery Maintenance Mechanic	18.15
Machinist, Maintenance	16.58
Maintenance Trades Helper	13.66
Millwright	19.64
Office Appliance Repairer	17.02
Painter, Aircraft	18.16
Painter, Maintenance	17.02
Pipefitter, Maintenance	18.93
Plumber, Maintenance	17.02
Pneudraulic Systems Mechanic	17.66
Rigger	18.24
Scale Mechanic	16.40
Sheet-Metal Worker, Maintenance	16.58
Small Engine Mechanic	15.42
Telecommunication Mechanic I	15.42
Telecommunication Mechanic II	17.12
Telephone Lineman	16.58
Welder, Combination, Maintenance	16.58
Well Driller	16.58
Woodcraft Worker	18.24
Woodworker	14.98
Miscellaneous Occupations	

Animal Caretaker	8.76
Carnival Equipment Operator	8.33
Carnival Equipment Repairer	8.66
Carnival Worker	7.29
Cashier	7.92
Desk Clerk	8.33
Embalmer	20.84
Lifeguard	8.10
Mortician	20.84
Park Attendant (Aide)	10.15
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.10
Recreation Specialist	14.42
Recycling Worker	10.54
Sales Clerk	8.10
School Crossing Guard (Crosswalk Attendant)	9.07
Sport Official	7.04
Survey Party Chief (Chief of Party)	13.61
Surveying Aide	7.41
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.32
Swimming Pool Operator	11.48
Vending Machine Attendant	10.20
Vending Machine Repairer	11.48
Vending Machine Repairer Helper	10.20
Personal Needs Occupations	
Child Care Attendant	7.90
Child Care Center Clerk	11.32
Chore Aid	8.53
Homemaker	10.70
Plant and System Operation Occupations	
Boiler Tender	19.56
Sewage Plant Operator	18.02
Stationary Engineer	19.56
Ventilation Equipment Tender	14.55
Water Treatment Plant Operator	17.27
Protective Service Occupations	
Alarm Monitor	13.84
Corrections Officer	16.48
Court Security Officer	18.84
Detention Officer	18.29
Firefighter	19.72
Guard I	9.51
Guard II	13.78
Police Officer	20.54
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	16.29
Hatch Tender	16.29
Line Handler	16.29
Stevedore I	14.26
Stevedore II	15.36
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.96
Air Traffic Control Specialist, Station (2)	19.97
Air Traffic Control Specialist, Terminal (2)	21.99
Archeological Technician I	15.37
Archeological Technician II	17.20
Archeological Technician III	21.29
Cartographic Technician	20.12
Civil Engineering Technician	21.29
Computer Based Training (CBT) Specialist/ Instructor	22.97
Drafter I	11.59

Drafter II	14.17
Drafter III	17.60
Drafter IV	21.29
Engineering Technician I	15.50
Engineering Technician II	17.13
Engineering Technician III	19.24
Engineering Technician IV	23.21
Engineering Technician V	26.50
Engineering Technician VI	29.94
Environmental Technician	18.70
Flight Simulator/Instructor (Pilot)	24.95
Graphic Artist	20.08
Instructor	21.50
Laboratory Technician	15.66
Mathematical Technician	20.55
Paralegal/Legal Assistant I	16.78
Paralegal/Legal Assistant II	18.55
Paralegal/Legal Assistant III	22.68
Paralegal/Legal Assistant IV	27.43
Photooptics Technician	18.68
Technical Writer	24.90
Unexploded (UXO) Safety Escort	18.40
Unexploded (UXO) Sweep Personnel	18.40
Unexploded Ordnance (UXO) Technician I	18.40
Unexploded Ordnance (UXO) Technician II	22.27
Unexploded Ordnance (UXO) Technician III	26.69
Weather Observer, Combined Upper Air and Surface Programs (3)	17.23
Weather Observer, Senior (3)	19.15
Weather Observer, Upper Air (3)	17.23
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	15.09
Parking and Lot Attendant	10.80
Shuttle Bus Driver	14.12
Taxi Driver	10.05
Truckdriver, Heavy Truck	16.72
Truckdriver, Light Truck	13.53
Truckdriver, Medium Truck	14.10
Truckdriver, Tractor-Trailer	16.72

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 8 years, and 4 weeks after 15 years. Length of service includes the who of continuous service with the present contractor or successor, wherever employed, a the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther Ki Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Co Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitui any of the named holidays another day off with pay in accordance with a plan communi to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or equipment possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arm ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differentials

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, or at the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (\$.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication was obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work on such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order per classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report on the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties required

are not performed by a classification already listed in the wage determination. Remember it is not the job title, but the required tasks that determine whether a class is in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.